

MINUTES OF THE
PERSONNEL COMMITTEE
MONDAY, APRIL 14, 2008

At a meeting of the **Personnel Committee**, held Monday, April 14, 2008, in the Board Room, on the 9th Floor of the Administration Building, Mt. Clemens, the following members were present:

Camphous-Peterson-Chair, Brdak, Brown, Bruley, Crouchman, DeSaele, DiMaria, Doherty, Drolet, Duzyj, D. Flynn, J. Flynn, Gielegghem, Lund, Mijac, Rengert, Roberts, Rocca, Sauger, Slinde, Switalski, Szczepanski, Tocco, Torrice and Vosburg.

Absent and excused was Haggerty.

There being a quorum of the committee present, Chair Camphous-Peterson called the meeting to order at 9 a.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

AGENDA

MOTION

A motion was made by Duzyj, supported by Szczepanski, to adopt the agenda, as presented. **The Motion Carried.**

RECOGNIZE RECENT RETIREES

The following individuals were unable to be present:

Susan Sobocienski	14 years 7.8 months
Pati Krauter	20 years 5.7 months
Rose Marie Bjorklund	14 years

VACANCY RECONFIRMATIONS (AS RECOMMENDED BY AD HOC COMMITTEE ON 4-3-08)

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY RENGERT, SUPPORTED BY J. FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION OF THE FOLLOWING VACANCIES PURSUANT TO THE MOTION PASSED BY THE AD HOC COMMITTEE ON APRIL 3, 2008:

ONE CASE MANAGER II	COMMUNITY MENTAL HEALTH
TWO COMPUTER MAINTENANCE CLERKS	COUNTY CLERK/REGISTER OF DEEDS
TWO CUSTODIAN I/II'S	FACILITIES & OPERATIONS
ONE LICENSED BOILER OPERATOR/ REFRIGERATION MAINTENANCE 1 ST CLASS	FACILITIES & OPERATIONS
TWO DATA ENTRY CLERKS	FRIEND OF THE COURT
ONE ENFORCEMENT INVESTIGATOR	FRIEND OF THE COURT
ONE PUBLIC HEALTH NURSE II	HEALTH
ONE PERSONAL PROPERTY TAX COLLECTOR	TREASURER

THE MOTION CARRIED.

**VACANCY RECONFIRMATION AND WAIVER OF 20 WEEK HIRING DELAY FOR
GENERAL COUNSEL IN CIRCUIT COURT (AS RECOMMENDED BY AD HOC
COMMITTEE ON 4-3-08)**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY RENGERT, SUPPORTED BY VOSBURG, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION AND WAIVER OF THE 20 WEEK HIRING DELAY FOR THE VACANT POSITION OF GENERAL COUNSEL IN CIRCUIT COURT PURSUANT TO A MOTION BY THE AD HOC COMMITTEE ON APRIL 3, 2008.

SUBSTITUTE COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY BRULEY, SUPPORTED BY DOHERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION AND WAIVER OF THE 20 WEEK HIRING DELAY FOR THE VACANT POSITION OF GENERAL COUNSEL IN CIRCUIT COURT PURSUANT TO A MOTION BY THE AD HOC COMMITTEE ON APRIL 3, 2008, ON THE CONDITION THAT THE DEPARTMENT FIRST SUBMITS IN WRITING THE SAVINGS THAT WOULD HAVE OCCURRED UNDER THE 20 WEEK RULE, IDENTIFIES THE SOURCES OF MONEY WITHIN THE DEPARTMENT TO BE RETURNED TO THE FINANCE DEPARTMENT AND THAT THE FINANCE DEPARTMENT THEN SIGNS OFF THAT THOSE FUNDS ARE AVAILABLE TO BE RETURNED.

Commissioner Bruley stated that although there are some positions that are needed, he is not willing to have the money that has already been budgeted for savings to go away. He felt this is needed at this point in the hiring freeze.

Chair Camphous-Peterson asked Judge Viviano to address his request.

Judge Antonio Viviano stated that this is the first time they have requested a waiver because they are aware of the budget constraints that the Board is working under. He said Circuit Court is working with a very limited administrative team and this is an essential position that provides legal advice for all of the judges. He said they have seven research attorneys who are now researching for nine civil criminal judges and four family court judges and they are getting into an overload situation. He said they have done everything they know of to increase revenue and reduce expenses. He said their court has the highest case load in the State of Michigan and they have over 300 Circuit Court employees and they are essential to fulfill their mission to the public.

Board Chair Crouchman pointed out that the judge appears today as a representative of a constitutionally separate and equal section of our government and his needs are by state law and constitution.

Commissioner DeSaele spoke in agreement with the motion, but wanted the judge to have some way to come back if he cannot find the money without waiting for the next Personnel Committee meeting.

Commissioner Rengert asked Judge Viviano and Mr. Beasley how this will affect their timetable. Mr. Beasley stated that he will have to go back and study their budget, but said he will do his best to find the money.

Commissioner Bruley noted that the motion does not have any reporting requirements for coming back to this Board and this is something that will be done between Judge Viviano and the Finance Department.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED WITH CROUCHMAN VOTING "NO."**

At this time, Chair Camphous-Peterson allowed Prosecutor Smith to comment.

Mr. Smith stated that his office has supported the 20 week waiting period, but he spoke about the amount of time it takes to fill positions when promotions are involved because each position has to wait 20 weeks. He asked that the Board consider allowing the 20 week waiting period to be for the open spot that is created when the promotions are done.

Brief discussion ensued and it was suggested that this committee consider addressing this issue in the future.

Mr. Herppich stated that this issue was raised last year by the Clerk and several other department heads and he suggested a motion to limit the promotional impact of the delay to two promotions, but the Board was not interested in doing it at that point.

Commissioner Doherty asked Mr. Diegel and Mr. Herppich to put something together that would continue to generate savings, but also provide some relief to departments.

RECLASSIFICATION OF ONE CASE MANAGER III POSITION TO ONE THERAPIST II POSITION IN COMMUNITY MENTAL HEALTH DEPARTMENT

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY J. FLYNN, SUPPORTED BY SLINDE, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE RECLASSIFICATION OF ONE CASE MANAGER III POSITION TO ONE THERAPIST II IN THE COMMUNITY MENTAL HEALTH DEPARTMENT. **THE MOTION CARRIED.**

APPROVAL TO CLARIFY THAT THE CHARGE OF THE AD HOC COMMITTEE TO EVALUATE RECONFIRMATION OF PERSONNEL OPENINGS IS ONLY TO RECOMMEND THAT VACANT PERSONNEL OPENINGS BE RECONFIRMED OR ELIMINATED FOR BUDGETARY SAVINGS

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY TORRICE, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE CLARIFICATION THAT THE CHARGE OF THE AD HOC COMMITTEE TO EVALUATE RECONFIRMATION OF PERSONNEL OPENINGS IS ONLY TO RECOMMEND THAT VACANT PERSONNEL OPENINGS BE RECONFIRMED OR ELIMINATED FOR BUDGETARY SAVINGS.

AMENDMENT

A MOTION WAS MADE BY BRULEY, SUPPORTED BY D. FLYNN, THAT THE HUMAN RESOURCES DEPARTMENT PROVIDE A CHART AT EVERY PERSONNEL COMMITTEE MEETING WHICH WOULD SHOW THE TOTAL NUMBER OF POSITIONS RECONFIRMED AND DELETED ON A MONTHLY BASIS AS WELL AS AN ACCUMULATIVE TOTAL. **THE MOTION CARRIED.**

Commissioner Slinde felt that different Commissioners should be members of the Ad Hoc Committee each month in order to be fair.

AMENDMENT

A MOTION WAS MADE BY TOCCO, SUPPORTED BY DOHERTY, THAT THE AD HOC COMMITTEE BE A ROTATING COMMITTEE.

Commissioner Doherty offered a friendly amendment: THAT THE AD HOC COMMITTEE BE A ROTATING COMMITTEE WITH THE CHAIR OF THE PERSONNEL COMMITTEE DESIGNATED AS THE PERMANENT CHAIR, BUT THE REMAINING FOUR MEMBERS WOULD ROTATE SERVING TWO CONSECUTIVE MONTHS, ALTERNATING TWO AND TWO, THEREFORE, PROVIDING FOR TWO NEW MEMBERS OF THE AD HOC COMMITTEE EACH MONTH. That was accepted by the maker.

Chair Camphous-Peterson called for a vote on the amendment and **THE MOTION CARRIED.**

Chair Camphous-Peterson called for a vote on the motion, as amended, and **THE MOTION CARRIED.**

**RECOMMENDATION FROM JUSTICE AND PUBLIC SAFETY COMMITTEE
MEETING OF 4-7-08: APPROVE SUMMER HELP POSITIONS AT SHERIFF'S
OFFICE**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY DUZYJ, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE FOUR SUMMER HELP POSITIONS AT THE SHERIFF'S OFFICE; THREE POSITIONS ARE REQUESTED FOR THE MARINE DIVISION AND ONE FOR THE MAIN OFFICE.

Commissioner Bruley asked where the money will come from to pay for these positions and Mr. Diegel replied that it would have to come from the Contingency Account.

AMENDMENT

A MOTION WAS MADE BY BRULEY, SUPPORTED BY J. FLYNN, TO APPROVE THIS ON THE CONDITION THAT THEY TAKE THE FUNDS OUT OF THEIR PRESENT BUDGET.

Commissioner Doherty offered a friendly amendment that this be forwarded to the Budget Committee. Commissioner Bruley did not accept that.

Commissioner D. Flynn offered a friendly amendment: THAT IT BE VALIDATED BY THE FINANCE DEPARTMENT. That was accepted by the maker and supporter.

Chair Camphous-Peterson called for a vote on the amendment and **THE MOTION CARRIED.**

Chair Camphous-Peterson called for a vote on the motion, as amended, and **THE MOTION CARRIED.**

EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS

MOTION

A motion was made by Slinde, supported by Duzyj, to enter into Executive Session for the purpose of discussing labor negotiations. **The Motion Carried.**

In accordance with the motion, committee entered Executive Session at 10:13 a.m., with it concluding at 11:30 a.m.

ADJOURNMENT

MOTION

A motion was made by Vosburg, supported by Crouchman, to adjourn the meeting at 11:31 a.m. **The Motion Carried.**

**Corinne Bedard
Committee Reporter**